

Howdy Teammates,

Time for the next Chief's message. There's a lot going on in our world and much to tell you about in our Corps. So here goes.

Sunday of last week I began a Corps Chief visit to the Pacific by speaking to both civilian and military audiences at Tripler Army Medical Center (TAMC) and Schofield Barracks Health Clinic. Good discussions all. Many thanks to the folks at Pacific Regional Medical Command who helped arrange the trip with a special shout out to Joel Jenkins, TAMC Protocol, who did the heavy lifting on the prep. The second half of the trip got cancelled because of the tragedy that struck Japan in the form of both earthquake and tsunami. The impacts have been incredible, as I'm sure you know. My request is that, in your own way, you give a thought to the many people who have been lost and to those left behind to contend with the devastation. Recovery will be a long-term process. Thanks for listening.

So, what's going on in and around the AMEDD Civilian Corps? Here are some bullets:

- When we opened your Corps Branch Proponency Office, one of the first things we did was ask the AMEDD Center of History and Heritage to put together a history of the Corps. Major Kenneth M. Koyle, one of the historians, has completed the work so we tip our hats to him and say, "Thanx!" His work is well done, well documented, and extremely readable. It is available to you under the "About Us" link on the website ( <https://ameddciviliancorps.amedd.army.mil> ). Please give it a look.
- A fact MAJ Koyle uncovered in his research is that, while the AMEDD Civilian Corps has been around unofficially since 1988, the documented history of the Corps began in 1996 when the 39th Surgeon General LTG Ronald R. Blanck included Civilian Corps Chief Sharon Ferguson (1996-2000) in a MEDCOM Mercury article about the roles of the AMEDD Corps Chiefs. As a result, our Corps birthday is recognized as 26 March 1996. So, "HAPPY BIRTHDAY!!" to all 45,000+ of us. It's our 15th, sort of our "quinceañera" or (at least here in South Texas) coming out party where we move into a new stage of our life with the opening of the Corps Office, approval of our BSC, and many other actions. It's great to be young and energetic!
- The communication among members of the Corps is starting to pick up and that's a good thing. If you go to the AMEDD Civilian Corps website you will find our Balanced Scorecard (BSC) under the "Strategic Focus" link. One of our strategic themes is Communications Excellence. That excellence starts with our internal communication among members and will expand to stakeholders, partners, and the public. We've had 100+ separate pieces of correspondence post op to Message #7, a number that has been pretty steady since we started sending the messages. So keep those cards and letters coming in! (OK, so it's electrons....)
- The second link under "Strategic Focus" is Strategic Communication or STRATCOM. This is an area where we need your help. Within the next week we will put our STRATCOM plan on the website. When it is up I'll send a short message to let you know and ask you to go to the site to review the plan. We want and need your input. The intent is to tell internal and external audiences what is important to the Corps and about the Corps. What is it about the AMEDD Civilian Corps that makes you proud and you want us to tell the world??? This is

your chance to participate in the strategic process for the Corps and I really encourage you to make the time to look at the plan and give us your ideas. Thank in advance!

- If you have the opportunity to attend the AUSA Medical Symposium in San Antonio the last week of June, plan to attend the Civilian Corps Chief session on Tuesday, 28 June. We have a great program planned that will address career progression, leadership, and other topics of interest. Be there or be square!
- One of the major actions ongoing at DA regarding civilians is the Civilian Workforce Transformation Task Force (TF), a topic in each of my presentations as I visit our medical organizations. Here is some information we received that may be of interest.

The TF consists of the Army G-1 staff, G-3/5/7, ASA M&RA, and OSD Personnel & Readiness staff and is developing both short- and long-term initiatives. It has the support of the Secretary of the Army, the Chief of Staff of the Army, and the Vice Chief of Staff of the Army. Due to a number of initiatives to convert military and contractor positions to civilian careers and to the increased operational mission requirements, Army Civilians are being called upon to assume greater levels of responsibility and accountability at organizations throughout our Service.

Army has several efforts planned for the future:

**Hire the Right People, Quickly** - Move to achieve the Federal OPM hiring standard of 80 days. The metric: By the end of FY11, there will be documentation and implementation of a reformed hiring process that puts commanders in charge and leverages technology.

**Civilians in a Career Program** - The goal is to move from 40 percent of the force managed in a career program, to 100 percent coverage. By the 2nd quarter of FY11, the path and resource requirements will be established for 100 percent of the workforce to be covered by professional career program management.

**Train and Develop Our Civilians into Leaders** - By the end of FY11, implement the comprehensive, competency-based Civilian Leadership Development Program ensuring employees and management understand what is required for success, with realistic career paths and developmental opportunities to achieve success. By the first quarter of FY12, there will be an implementation of an Education, Training and Experiential Development Program for the Army's Enterprise Leadership cohort.

Why is this important to the Army?

The Army is capitalizing on entry-level recruiting of high-quality candidates and providing a focused investment in developing the force into leaders throughout their careers. As Army Civilians retire, there must be development and training of young leaders in order for them to become the next generation of senior leaders through succession planning.

- The Army reached a major milestone a few weeks ago when the millionth Soldier took the "Global Assessment Tool" (GAT), an online survey which serves as an entry point for individuals' journeys to maximizing their potential. The GAT is one of the 4 pillars of the Comprehensive Soldier Fitness (CSF) program and is available to civilians. To date only about 9,700 civilians out of a population of ~ 330,000 have taken the GAT. I can recommend it to you from personal

experience. I took it several months ago and found it 1) useful and 2) user friendly. I really encourage you to take advantage of this great training asset. You can find and access the GAT using this link from the Corps website. ( <https://ameddciviliancorps.amedd.army.mil/HealthWellness.aspx> )

- WHAT'S NEW??? Check out:
  - o Enhanced Provider Resiliency information and links on the Corps website at <https://ameddciviliancorps.amedd.army.mil/HealthWellness.aspx> .
  - o Success Story AnaMaria Boner, one of our AMEDD Civilians who deployed as a contracting officer to Iraq--  
<https://ameddciviliancorps.amedd.army.mil/celebratesuccess.aspx> .
  - o New Photos on website (Photo Gallery)
- WHAT'S COMING??? Keep an eye out for:
  - o Profession of Arms focus groups--Army has designated 2011 as the year of the Profession of Arms. SES Jim Warner from the Army Civilian University has been designated as the lead for the civilian component of the review.
  - o Announcement of an opportunity for a mini internship in the AMEDD Civilian Corps Branch Proponent Office.
- Last but not least. Some of the most frequent questions we get asked in the Corps Chief's Office are about education opportunities. Let me recommend two to you that are easy to use and easily available.
  - o The Civilian Lifelong Learning (CL3) Program is available on the Corps website using the "Training" link. In addition to a form on which you can complete your Individual Development Plan (IDP)--which we're all supposed to have--you will find a searchable database of available courses, many of which are on line and FREE! It's an easy way to access training opportunities. You can also find a CL3 link on the AMEDD Center and School website [www.cs.amedd.army.mil](http://www.cs.amedd.army.mil).
  - o The Joint Medical Executive Skills website is <https://jmesi.army.mil/> and look under the Strategic Communications and Distance Learning Program link on the right side of the page. The site has 90+ training modules on a wide variety of topics, all of which can be taken for CME credit if desired--AND THEY'RE FREE!!

OK, I know it's another long message but we in the Chief's Office are excited about what's going on in and around our Corps and want to keep you as informed as possible. So, please forgive the length. Thanx in advance. In closing I'll just say, "Summer is coming and safety is key!" It is absolutely imperative that we all think "SAFETY" as we move into the next several months. The Army's safety program will emphasize summer safety from 1 Apr-30 Sep this year. Remember sun, surf, alcohol, motorcycles, and speed are all potential hazards if not handled properly. Please take care of yourselves and watch out for others. The team is only as effective as ALL the team members can make it. We'd hate for an accident to take you out of the game. Until next time...

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